



MSG SELECTION BOARD BRIEFING



ORDNANCE CORPS
PROPONENT INFORMATION PACKET
MOS 27X, 35D, 35V, 35W, 55B, 55D & 63Z

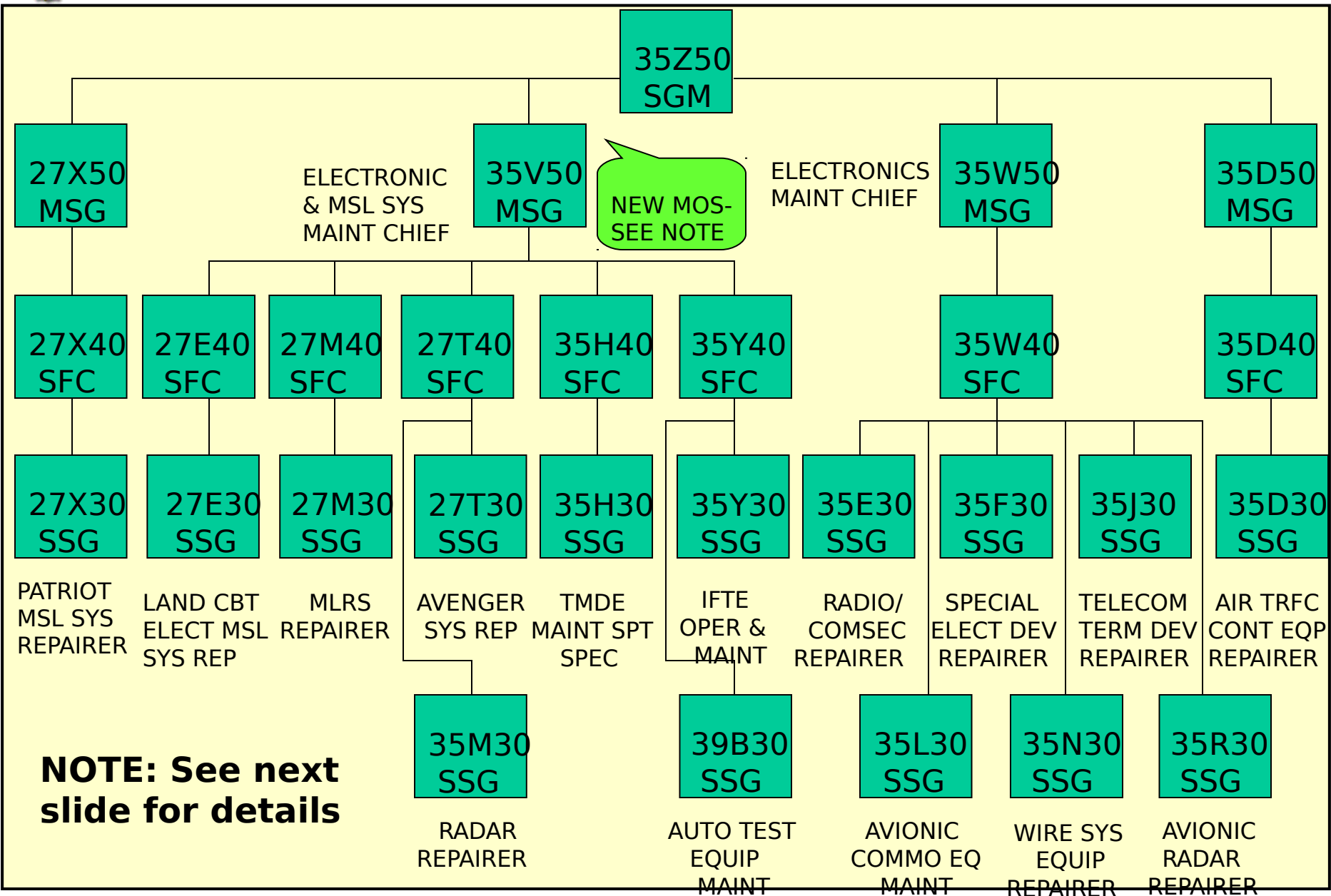


CMF 35

MOS 27X, 35D, 35V & 35W



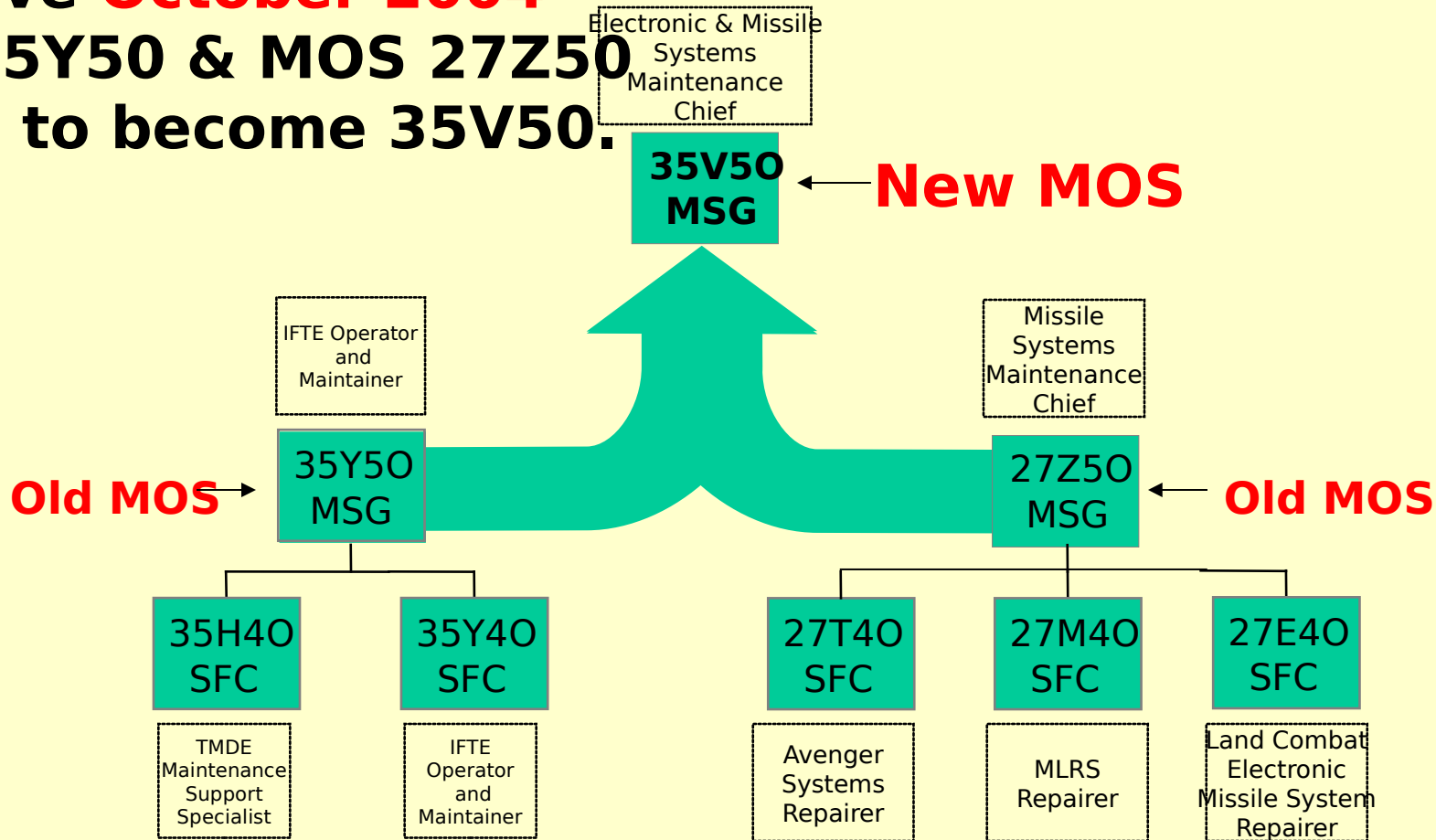
CMF 35 CAREER PATTERN





CMF 35 MSG MERGER

Effective **October 2004**
MOS 35Y50 & MOS 27Z50
merge to become **35V50**.





CMF 35



MISSION

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 35 soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 18 Military Occupational Specialties and functions in a wide range of areas requiring highly developed technical and tactical skills. CMF 35 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems.



MOS DESCRIPTION

27X - PATRIOT SYSTEM REPAIRER

The Patriot system repairer performs or supervises direct and general support level maintenance on the Patriot missile system, associated equipment and trainers.

35D - AIR TRAFFIC CONTROL EQUIPMENT REPAIRER

The ATC Equipment Repairer supervises and performs unit through intermediate direct support maintenance and installation of ATC communications, navigation aids (NAVAIDS), and landing systems.

35V - ELECTRONIC AND MISSILE SYSTEM MAINTENANCE CHIEF

The electronic and missile systems maintenance chief supervises and provides technical guidance to subordinate personnel in the performance of direct and general support level maintenance on land combat and SHORAD missile systems, IFTE and BSTF repair systems, and associated test and ancillary equipments.

This MOS was previously performed as 27Z and 35Y50.

35W- ELECTRONIC MAINTENANCE CHIEF

The electronics maintenance chief supervises, monitors, and directs the electronics maintenance mission of the U.S. Army, and oversees and performs direct/general support level maintenance of all Army standard electronics equipment, systems, and associated devices, to include communications security and controlled cryptographic items devices.



LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



DEMANDING ASSIGNMENTS

- Materiel Management Center NCO
- Maintenance Control Supervisor
- Operations Sergeant
- White House Support

LEADERSHIP ASSIGNMENTS

- First Sergeant/Detachment Sergeant
- Platoon Sergeant
- Drill Sergeant
- Small Group Leader

SPECIAL DUTY ASSIGNMENTS

- Nominative Assignments
- Career Management NCO



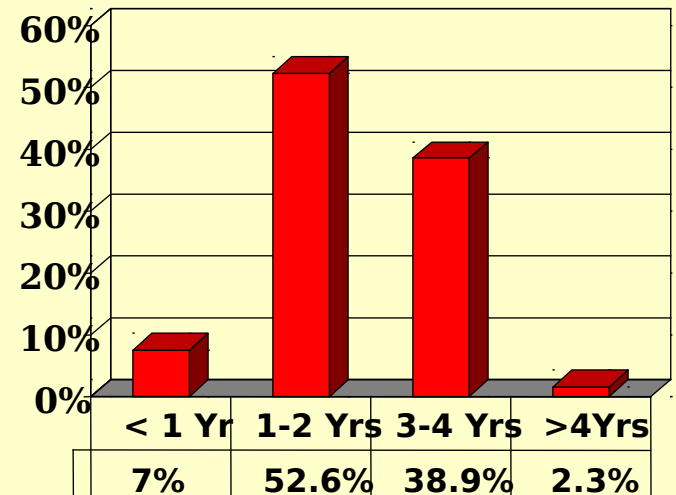
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Maintenance Management Courses
- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SFCs in CMF 35 considered for promotion during the CY 04 MSG Selection Board

Note: **The Ordnance Corps places high value and worth on self-development.** Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Master Sergeants cannot wait to be taught new knowledge - they must constantly pursue it.



UNIQUE MOS CHARACTERISTICS

TOE VS. TDA

<u>MOS</u>	<u>SFC Positions in TDA</u>
27E	34%
27M	32%
27T	50%
27X	56%
35D	12%
35H	30%
35W	18%
35Y	72%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u>	<u>Drill Sergeant</u>		<u>Recruiter</u>
<u>Rank</u>	<u>SSG</u>	<u>SFC</u>	<u>SSG</u>
27E	1 (1%)	2 (4%)	7 (8%)
27M	1 (2%)	0	4 (8%)
27T	27T 1(2%)	0	4 (11%)
	35M 1 (4%)	0	0
27X	1 (8%)	0	0
35D	0	0	2 (4%)
35H	1 (2%)	0	4 (9%)
35W	35E 7 (3%)	8 (2%)	35E 16 (8%)
	35F 3 (6%)		35F 2 (6%)
	35J 3 (6%)		35J 2 (4%)
	35L 2 (8%)		35L 2 (8%)
	35N 2 (4%)		35N 4 (9%)
	35R 3 (5%)		35R 3 (5%)
35Y	35Y 2	0	35Y 2 (6%)
	(6%)		39B 1 (9%)
	39B 0		
Total	28 (3%)	10 (2%)	53 (6%)

Notes:
When weighing leadership positions in performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.



SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
 - Electronics Technicians Association Certification
 - FCC licenses and accreditations
 - FAA Avionics Certifications
- Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

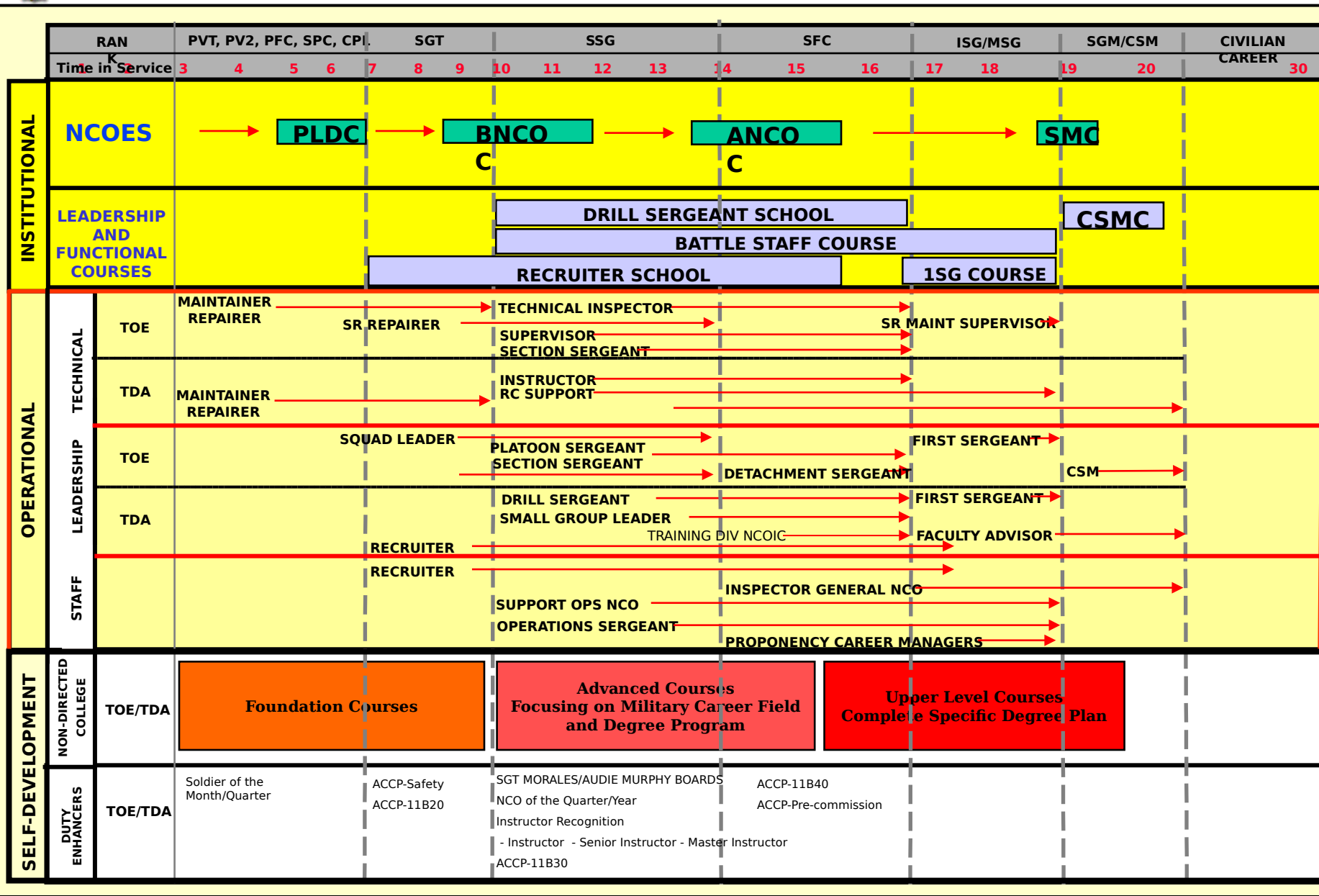


CMF 35 TYPICAL CAREER PATTERN

SGM COURSE 1SG COURSE BATTLE STAFF COURSE ANCOC BNCOC PLDC	20 Years	SGM/CSM	SL5 First Sergeant Chief Instructor Operations Sergeant Maint Control Sergeant SR ATC Maint Supervisor
	15 YEARS	1SG/MSG SFC	SL4 Platoon Sergeant Section Sergeant Career Management NCO Senior Drill Sergeant Senior Small Group Leader Senior Team Chief Senior Instructor
	10 YEARS	SSG	SL3 Squad Leader Drill Sergeant Recruiter Small Group Leader Senior Repairer Instructor
	5 YEARS	SGT	SL2 Section Supervisor Shop Foreman Team Chief
	0 YEARS	SPC PFC PV2	SL1 Maintainers



CMF 35 CAREER PROGRESSION PLAN





RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
 - Senior and Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Army awards policies are not uniform. Determine what measures of performance justified awards received. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.



PROMOTION POTENTIAL INDICATORS

UNIT RECOGNITION ACHIEVEMENTS

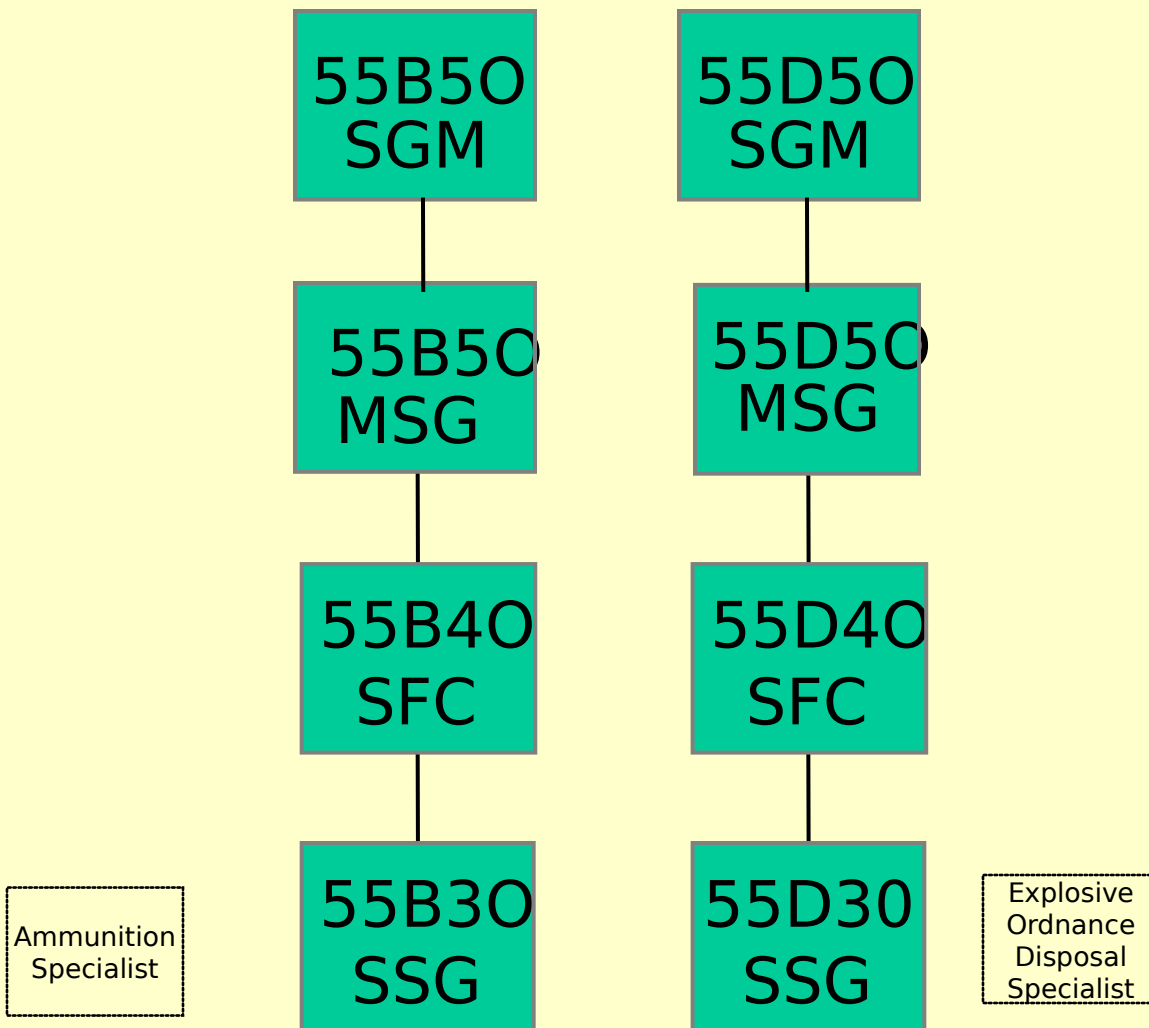
- Sustained high Operational Readiness rating
- Consistent and meaningful self-development
- Successful performance in a 1SG or MSG position for at least 12 months
- Possesses balanced operational experience between both maintenance management and leadership duties
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties



CMF 55
MOS 55B & 55D



CMF 55 CAREER PATTERN





CMF 55

MISSION

The CMF is comprised of two Military Occupational Specialties, 55B and 55D. Unlike many CMFs, these are independent, stovepipe MOSs which do not cap at a senior grade.

MOS 55B, Ammunition Specialist, is utilized in ammunition support units Army wide. Duties involve direct support, general support and higher level of supply, stock accountability and inspection and renovation, disposal, and maintenance of conventional, special, and chemical ammunition.

MOS 55D, Explosive Ordnance Disposal soldiers locate, identify, render safe, and dispose of foreign and domestic explosive devices, and support VIP missions for U.S. Secret Service, State Department, and other Federal agencies.



MOS DESCRIPTION

55B - AMMUNITION SPECIALIST

The ammunition specialist receives, stores and issues ammunition, guided missiles, large rockets and other ammunition related items. They perform maintenance modification, destruction and demilitarization on ammunition and explosive components and also perform stock control and accounting procedures.

55D - EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST

The explosive ordnance disposal (EOD) specialist locates, identifies, renders safe, and disposes of foreign and domestic conventional, chemical, or nuclear ordnance and improved explosive devices (IED) and supports VIP missions for the U.S. Secret Service, State Department, and other Federal agencies.



LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES



DEMANDING ASSIGNMENTS

- Operations Sergeant
- Observer Controller
- Division Ammunition Office NCOIC
- Headquarters Staff (DA and MACOM)

LEADERSHIP ASSIGNMENTS

- Platoon Sergeant
- Drill Sergeant
- Small Group Leader
- Team Leader

SPECIAL DUTY ASSIGNMENTS

- Nominative Assignments
- Career Management NCO



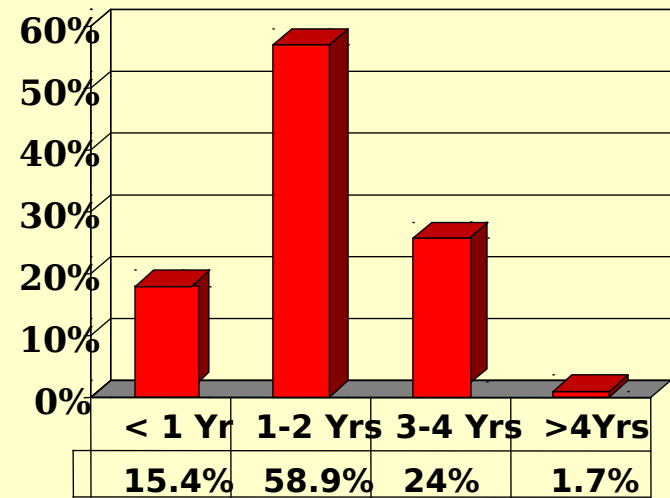
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SFCs in CMF 55 considered for promotion during the CY 04 MSG Selection Board

Note: **The Ordnance Corps places high value and worth on self-development.** Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants Major cannot wait to be taught new knowledge - they must constantly pursue it.



UNIQUE MOS CHARACTERISTICS

TOE VS. TDA

<u>MOS</u>	<u>SFC Positions in TDA</u>
55B	16%
55D	21%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u>	<u>Drill Sergeant</u>		<u>Recruiter</u>
<u>Rank</u>	<u>SSG</u>	<u>SFC</u>	SSG
55B	8 (10%)	2 (1%)	35 (44%)
55D	0	0	0
Total	8 (1%)	2 (.5%)	35 (5%)

Notes:

When weighing leadership positions in your selection process, recognize that average performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.



SPECIAL MOS CONSIDERATIONS

- **MOS Related Civilian Technical Certifications**

- Hazardous Material Certifications

- Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent ammunition managers and EOD experts. Repeatedly performing in positions outside the Ordnance or ammunition fields does not support the development of required ammunition expertise and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

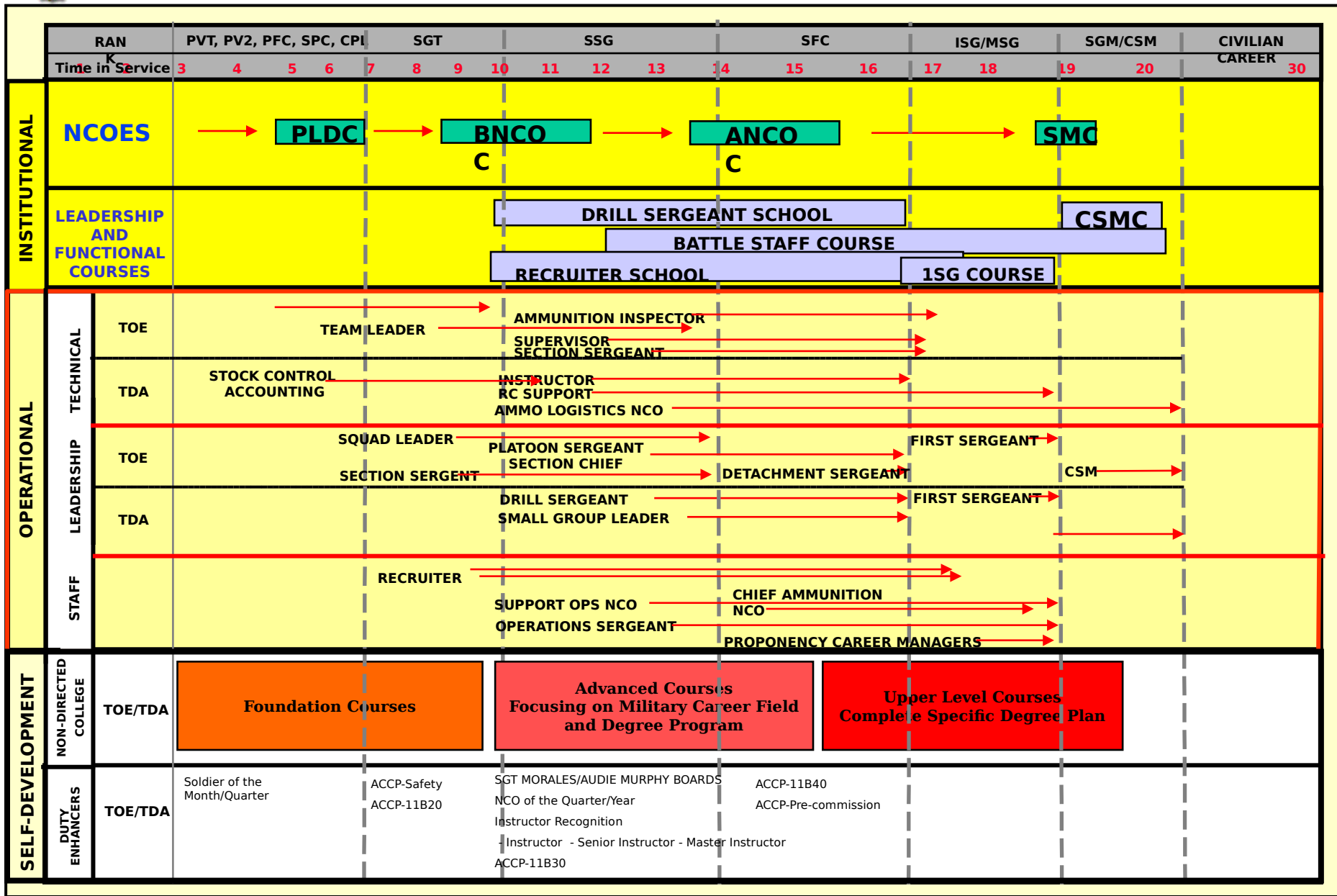


CMF 55 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	SL5 First Sergeant Chief Ammunition NCO Operation Sergeant
1SG COURSE	15 YEARS	1SG/MSG	SL4 Platoon Sergeant Detachment Sergeant Ammo Senior Inspector DAO Representative Ammo Logistics SGT
BATTLE STAFF COURSE		SFC	SL3 Squad Leader Team Leader Ammo Inspector Section Chief Drill Sergeant Recruiter
ANCOC	10 YEARS	SSG	SL2 Stock Control/Accounting Ammunition Sergeant EOD Sergeant
BNCOC	5 YEARS	SGT	SL1 Ammunition Specialist EOD Specialist
PLDC	0 YEARS	SPC PFC PV2	



CMF 55 CAREER PROGRESSION PLAN





RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
 - Senior and Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

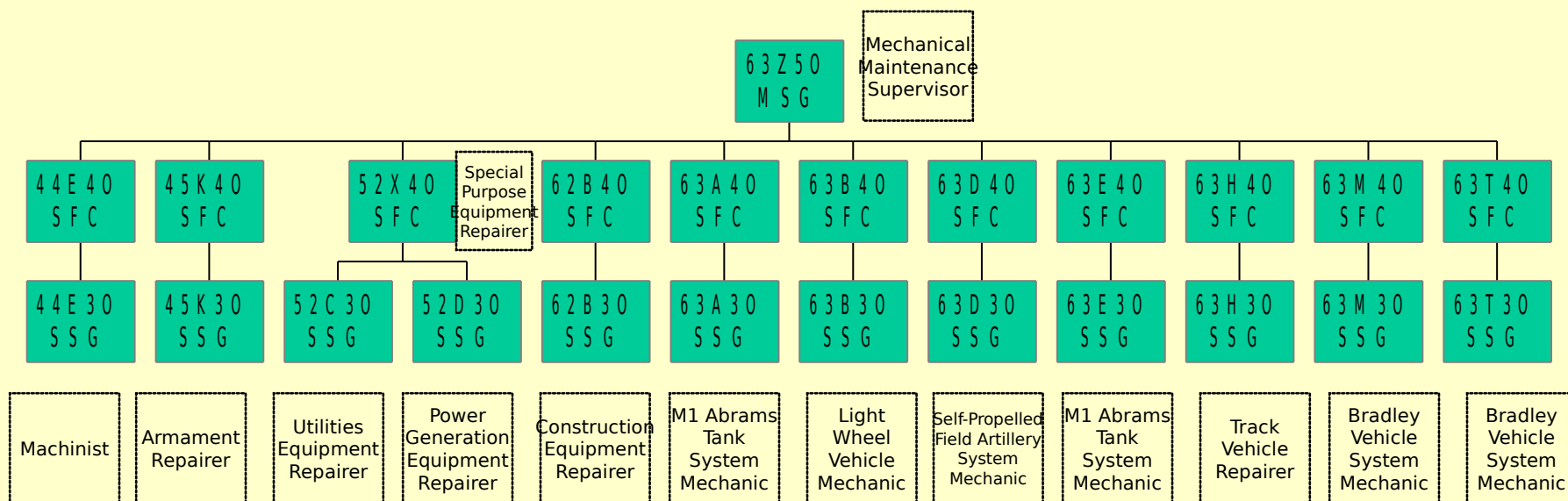
Army awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.



CMF 63
MOS 63Z



CMF 63 CAREER PATTERN



Note: A 63E40 will become a 63A40 and a 63T40 will become a 63M40 on 1 Oct 04. There are currently 63A and 63M SFCs in the Army.



CMF 63



MISSION

The primary duties of the mechanical maintenance NCO (CMF 63) are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. CMF 63 maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems.



MOS DESCRIPTION

44E - MAJOR DUTIES

The machinist supervises and performs the fabrication, repair, and modifications of metallic and nonmetallic parts and supervises metalworking shop activities.

45K - MAJOR DUTIES

The armament repairer supervises and performs direct/general support (DS/GS) and depot level maintenance/repairs on the mechanisms/systems of tank turrets/weapons, fighting vehicles, towed/self-propelled artillery, small arms and other infantry weapons.

52X - MAJOR DUTIES

The special purpose equipment repairer supervises the performance of unit, direct/general support special purpose equipment maintenance activities to include: Power Generation Equipment; Air Conditioning/Refrigeration Systems; and Quartermaster and Chemical Equipment.

62B - MAJOR DUTIES

The construction equipment repairer supervises and performs unit, direct/general support maintenance on construction equipment which includes that used for earthmoving, grading, and compaction; lifting and loading; quarrying and rock crushing; asphalt and concrete mixing, and surfacing; water pumping; air compression and pneumatic tools; and powered bridging.

63A/63E - MAJOR DUTIES

The M1/M1A1 Abrams tank system maintainer supervises and performs unit



MOS DESCRIPTION

63B - MAJOR DUTIES

The wheeled vehicle mechanic supervises and performs unit, direct support and general support (DS/GS) level maintenance and recovery operations on light and heavy wheeled vehicles, their associated trailers and material handling equipment (MHE).

63D - MAJOR DUTIES

The artillery mechanic supervises and performs unit maintenance and recovery of all self-propelled field artillery cannon weapon systems, including automotive, turret, carriage mounted armament, associated fire control systems and chemical protection subsystems thereof.

63H - MAJOR DUTIES

The track vehicle repairer supervises and performs direct/general support maintenance on track vehicles; supervises maintenance on wheeled vehicles, material handling equipment (MHE), and chemical quartermaster equipment (less office machines); and supervises related activities including fuel and electrical system repair and maintenance.

63M/63T - MAJOR DUTIES

The Bradley fighting vehicle system maintainer supervises and performs unit maintenance and select on-board direct support task i.e., major assembly and LRU replacement on the M2/M3 A1/A2 series Bradley fighting vehicle (BFV), M6 Linebacker, and M7 Bradley Fighting Infantry Support Team (BFIST) (hull and turret).



LEADERSHIP/TOUGH JOB OPPORTUNITIES



Choose our Master Sergeants that are WELL-BALANCED in both maintenance and leader operational backgrounds

DEMANDING ASSIGNMENTS

- Motor Sergeant (The most demanding CMF 63 job)
- Operations Sergeant
- Support Operations Sergeant
- Observer Controller
- Materiel Management Center NCO
- White House Support

LEADERSHIP ASSIGNMENTS

- Detachment Sergeant or First Sergeant
- Platoon Sergeant
- Drill Sergeant
- Small Group Leader

SPECIAL DUTY ASSIGNMENTS

- Recruiter



EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- **Support Operations Course**
- **Battle Staff Course**

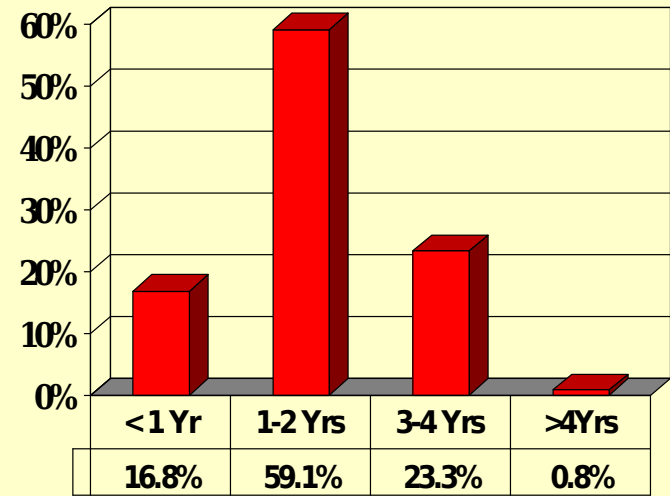
College is only ONE measure of self-development.

Self-development is a formal responsibility

Look for self-development that leads to becoming a better Ordnance soldier

Note: **The Ordnance Corps places high value and worth on self-development. Consistent and meaningful pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Master Sergeants cannot wait to be taught new knowledge - they must constantly pursue it.**

CIVILIAN EDUCATION



Percentage is of all SFCs in CMF 63 considered for promotion during the CY 03 MSG Selection Board



UNIQUE MOS CHARACTERISTICS

TOE VS. TDA

<u>MOS</u>	<u>SFC Positions in TDA</u>
44E	82.8%
45K	43.3%
52X	24.1%
62B	23.6%
63A/63E	31.3%
63B	8.0%
63D	14.5%
63H	11.3%
63M/63T	38.4%

SPECIAL DUTY ASSIGNMENTS

<u>MOS</u>	<u>Drill Sergeant</u>		<u>Recruiter</u>
	<u>SSG</u>	<u>SFC</u>	SSG
44E	2 (2.5%)	1 (3.4%)	6 (7.4%)
45K	7 (3.0%)	4 (2.7%)	12 (5.2%)
52X	52C - 5 (3.1%) 52D - 14 (6.2%)	8 (3.8%)	52C - 13 (8.1%) 52D - 24 (10.7%)
62B	9 (4.2%)	0	24 (11.2%)
63A/63E	6 (2.5%)	2 (0.9%)	20 (8.2%)
63B	34 (2.1%)	16 (1.5%)	119 (7.4%)
63D	6 (4.7%)	2 (2.6%)	9 (7.0%)
63H	10 (1.4%)	5 (0.7%)	45 (6.3%)
63M/63T	10 (3.0%)	2 (1.1%)	29 (8.8%)
Total	103 (2.6%)	40 (1.4%)	301 (7.6%)

Notes:

Only 11% of the entire Ordnance Corps Ordnance NCOs are in field units most TDA.

Use good judgment when weighing leadership positions in your selection. Recognizing performing in leadership jobs does not in itself outweigh average performance in those positions. Excellence displayed in equally vital technical or staff positions should also be recognized



SPECIAL MOS CONSIDERATIONS

Technical Certifications are **nothing less** than measures of technical competency. Award high merit to those that have earned them.

Notes:

Instructor Duty: NCOs assigned as an Ordnance Center and Schools instructor have opportunities for self-development through the Master Instructor Program. This program is a progressive program that allows instructors to attain higher levels of instructor status. All instructors begin as what is known as an "Associate" instructor. Subsequent levels are "Instructor", "Senior Instructor", and "Master Instructor". Each new level requires attaining higher measures of performance and experience. The bottom line is Instructors who have not attained "Senior Instructor" by the end of their tour should be closely scrutinized for their lack of self-development and possible apathy. TDA instructor duty affords excellent opportunity for self-development, NCO competitions (Quarter, Year, Audie Murphy, etc), and personal enrichment. Those who choose not to take advantage of TDA assignments for professional growth should be closely scrutinized and their degree of commitment to their profession questioned.

Non-Ordnance Positions: Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance-related (Instructors, battle staff, PSGs, etc. are Ordnance related) operations for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle



CMF 63 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	SL5 First Sergeant Chief Instructor Operations Sergeant
1SG COURSE	15 YEARS	1SG/MSG	SL4 Platoon Sergeant Section Sergeant Motor Sergeant Senior Drill Sergeant Senior Small Group Leader
BATTLE STAFF COURSE		SFC	SL3 Squad Leader Drill Sergeant Recruiter Shop Foreman Small Group Leader
ANCOC		SSG	SL2 Senior Maintainer Shop Foreman
BNCOC	5 YEARS	SGT	SL1 Maintainers
PLDC	0 YEARS	SPC PFC PV2	



CMF 63 CAREER PROGRESSION PLAN

		RAN Time in Service	PVT, PV2, PFC, SPC, CPL				SGT			SSG				SFC		ISG/MSG		SGM/CSM		CIVILIAN CAREER		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	30
INSTITUTIONAL	NCOES	<div><div>→</div><div>PLDC</div><div>→</div><div>BNCO</div><div>→</div><div>ANCO</div><div>→</div><div>SMC</div></div>																				
	LEADERSHIP AND FUNCTIONAL COURSES	<div><div>DRILL SERGEANT SCHOOL</div><div>BATTLE STAFF COURSE</div><div>RECRUITER SCHOOL</div><div>1SG COURSE</div><div>CSMC</div></div>																				
OPERATIONAL	TECHNICAL	TOE	<div><div>MAINTAINER REPAIRER</div><div>SHOP FOREMAN</div><div>TECHNICAL INSPECTOR</div><div>SUPERVISOR SECTION SERGEANT</div><div>SR MAINT SUPERVISOR</div></div>																			
		TDA	<div><div>MAINTAINER REPAIRER</div><div>INSTRUCTOR RC SUPPORT</div><div>OBSERVER/CONTROLLER</div></div>																			
	LEADERSHIP	TOE	<div><div>SQUAD LEADER</div><div>PLATOON SERGEANT</div><div>SECTION SERGEANT</div><div>FIRST SERGEANT</div></div>																			
		TDA	<div><div>SHOP FOREMAN</div><div>DETACHMENT SERGEANT</div><div>CSM</div></div>																			
	STAFF	TOE	<div><div>DRILL SERGEANT</div><div>FIRST SERGEANT</div></div>																			
		TDA	<div><div>SMALL GROUP LEADER</div><div>FACULTY ADVISOR</div></div>																			
SELF-DEVELOPMENT	NON-DIRECTED COLLEGE	TOE/TDA	<div><div>Foundation Courses</div><div>Advanced Courses Focusing on Military Career Field and Degree Program</div><div>Upper Level Courses Complete Specific Degree Plan</div></div>																			
	DUTY ENHANCERS	TOE/TDA	<div><div>Soldier of the Month/Quarter</div><div>ACCP-Safety ACCP-11B20</div><div>SGT MORALES/AUDIE MURPHY BOARDS NCO of the Quarter/Year Instructor Recognition - Instructor - Senior Instructor - Master Instructor ACCP-11B30</div><div>ACCP-11B40 ACCP-Pre-commission</div></div>																			



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Colonel Decius Wadsworth Award
- Top 20% graduate in military schools

Notes:

Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.



PROMOTION POTENTIAL INDICATORS

RECOGNITION and ACHIEVEMENTS

- Sustained high Operational Readiness ratings – had an impact on the unit's ability to go to war
- Consistent and meaningful self-development – continuous self-improvement
- Possesses balanced operational experience in **both** maintenance and leadership/challenging duties
- Successfully performed in an authorized MSG or 1SG position
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in executing assigned **additional duties** as well as primary duties



PROMOTION POTENTIAL INDICATORS

UNIT RECOGNITION ACHIEVEMENTS

- Consistent and meaningful self-development
- Successful performance as a 1SG or in a MSG position for 12 months
- Possesses balanced operational experience in both MOS technical and leadership duties
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties